

From the Governor

Greetings!

As Governor of Indiana, I am pleased to join with community and business leaders, educators and state legislators in presenting the annual report of the Indiana Commission on the Social Status of Black Males.

Recent tragic and horrible events remind us that, even at the dawn of a new millennium, there is still much intolerance that must be removed from our hearts and our minds. We must only hope and pray that out of these senseless acts, we can salvage hope for future peace and understanding among all people of this nation.

It is up to all of us to work together to find new ways to enhance the economic, professional, educational and social status of all people, particularly African-American males. I urge everyone to work hard to learn about the challenges that face us as a society.

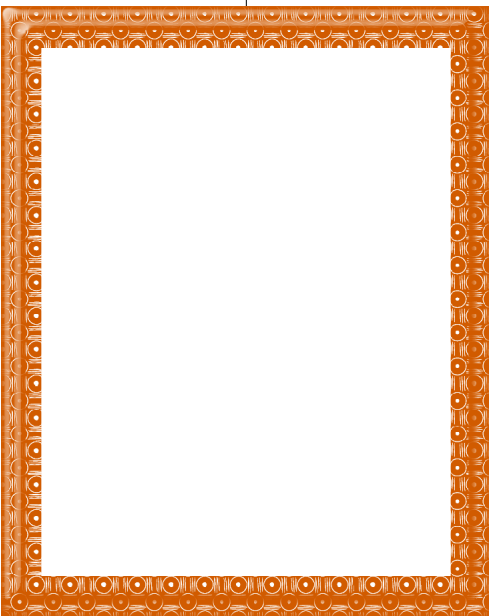
I also urge you to review this report, cover to cover, and learn about the challenges that face African-American males in Indiana. Only by understanding the problems can we continue to work together to find solutions.

We must always remember that all communities in Indiana are interconnected and when we improve and raise up one community, we raise up all communities as well. Once again, I thank you for your continued support and dedication to this cause.

Sincerely,



Frank O'Bannon, Governor



From the Lieutenant Governor

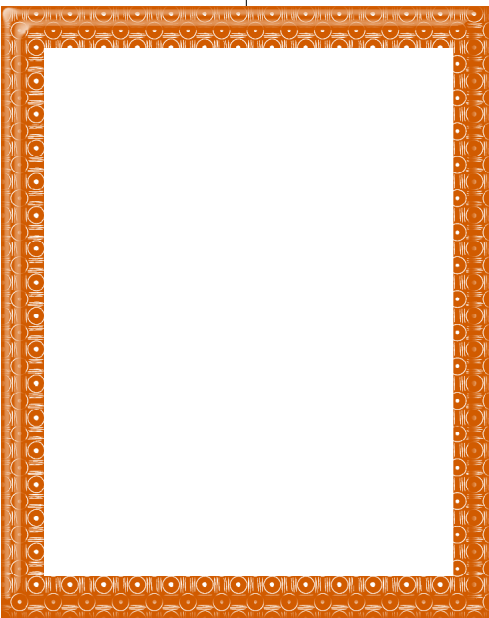
With the new millennium just around the corner, it's more important than ever that we take the time to look at what goes into making successful Hoosier communities. The Indiana Commission on the Social Status of Black Males aims to do just that, focusing specifically on black families and the role that black men play in them.

The commission, established by the Indiana General Assembly in 1993, works to identify and recommend ways to improve the status of the black male in Indiana. Through its studies, the commission has learned that churches, support programs, mentoring, community centers and parenting programs are all key to uplifting the black male population and, in turn, bettering their families.

The following annual report contains suggestions and ideas that can be used not only by black men and women in Indiana, but all Hoosiers. Please take a moment to carefully read this report and think about how it might apply to you and your community.

Thank you for your continued interest in the Indiana Commission on the Social Status of Black Males. The commission's work is instrumental to the health and prosperity of Indiana in the 21st century.

Joseph E. Kernan
Lieutenant Governor



From the Chairman

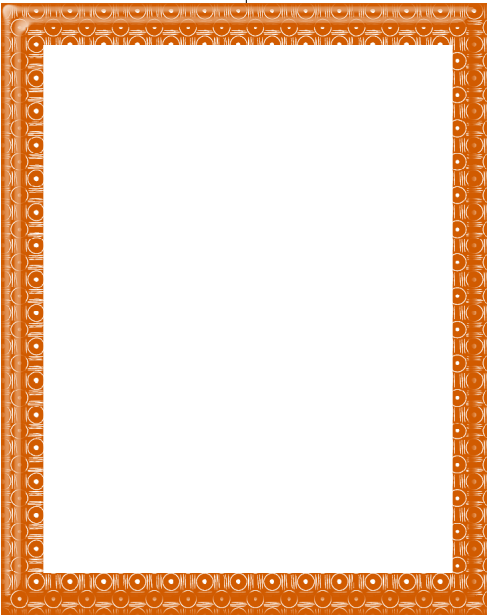
The Indiana Commission on the Social Status of Black Males was established by the Indiana General Assembly as a creative way of recognizing factors which are disproportionately affecting the Hoosier African-American males in various areas. These areas include health, education, employment, criminal justice, and social factors. The Commission continues to study the underlying influences within these areas in order to gain perspective on best reversing these trends.

The past year was very productive for the Indiana Commission on the Social Status of Black Males. In addition to creating an Assistant Director position, the Commission also participated in various HIV/AIDS Memorial Services, and provided the leadership in the establishment of local and regional commissions. This was in addition to holding an adult Rite of Passage training program, and focusing on "Black Males Planning for Success," at the fifth Annual State Conference. Of course, the Commission prepared its annual report, which has received excellent evaluation and reviews. Despite the progress and prosperity we have enjoyed, there is still much work that needs to be done.

The Commission emphatically believes that the work of local community activists, elected officials, civic leaders and volunteers is so vital to the success of the Commission. Each community is unique in respect to its disproportionate statistical data concerning the circumstances of Indiana's African-American male society. Those previously mentioned individuals must continue to work aggressively and proactively within their community to be able to recognize and alleviate the problems in their area. Though the tireless work of these heroes may not always be recognized, they will always be appreciated. We at the Commission on the Status of Black Males would like to extend a resounding thank you; for without their efforts, our work would be fruitless.

As I close, I must mention that all hope is not lost. We are not dumping buckets of water out of a sinking ship, but rather reinforcing the walls of a great vessel. We can overcome any and all challenges created by the hands and minds of mankind. In all of our efforts to promote fairness and equality for all Indiana citizens, we must continue to hold dear the faith in democracy and justice. We seek freedom for all, but this can't be until every citizen in Indiana is afforded equal opportunity to not only survive, but thrive.

Dr. Vernon G. Smith
State Representative



From the Senator

The Indiana Commission on the Social Status of Black Males was established by the General Assembly in 1993 in an effort to strengthen the conditions of African-Americans in this great state. Your state legislature feels that it is important to provide guidance and opportunity to help black males overcome the troubles they face in their daily lives. The Commission thrives on the idea of cooperation to improve the economic, professional, educational, and social status of African-American males, and prides itself on promoting these values.

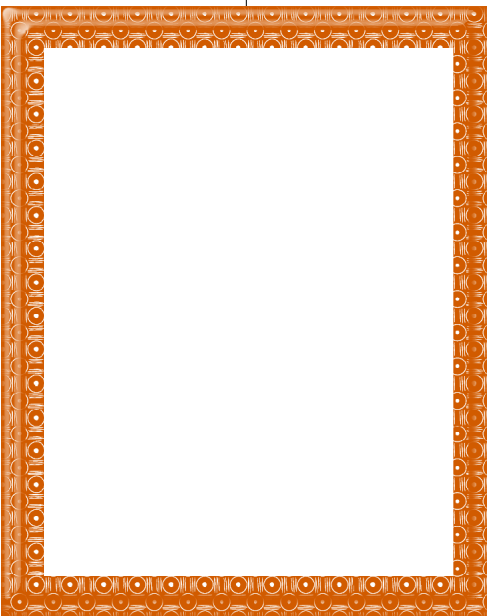
Throughout its history, the Commission has achieved much success. We've initiated several pieces of legislation that have helped blacks to succeed in their daily lives, and have given them opportunities to enhance the quality of their lives. They have responded to our efforts. Today, the percent of black males in our state-funded colleges and universities is on the rise, as more African-Americans are taking advantage of the educational opportunities that exist more than ever before. These opportunities have been created with help from the Indiana Commission.

We can't, however, grow complacent based on our past successes, because there is more work to be done. The black male still struggles in society, and new and more dangerous pitfalls are still faced by this segment of the population. This is the reason for publishing a yearly report. It allows the Commission the opportunity to highlight its achievements, while also targeting areas that still need improvement.

Somehow, the rise in drug abuse by African-Americans males must be stopped! Drug abuse causes many of the problems facing these people, and is too often seen as an easy way out. We must convince people that drugs don't solve our problems, they simply create more problems. If we achieve this goal, the Commission will have made an enormous step in improving the status of black males in society.

I embrace the difficult task ahead of us. We have proven that the Commission is committed to our duty, and that we can achieve success. With this mindset, we move forward to more daunting challenges. I look forward to these challenges, and I am confident that the Commission will achieve new heights in the year ahead.

Thomas J. Wyss
State Senator



From the Executive Director

The Indiana Commission on the Social Status of Black Males is dedicated to decreasing the problems that Black males face in the areas of education, social factors, criminal justice, employment, economic development, and health. One of our goals is to try and put this Commission out of commission, and although we have made some significant strides in 1998, there is more that all Hoosiers as a state and community can do to make this goal a reality.

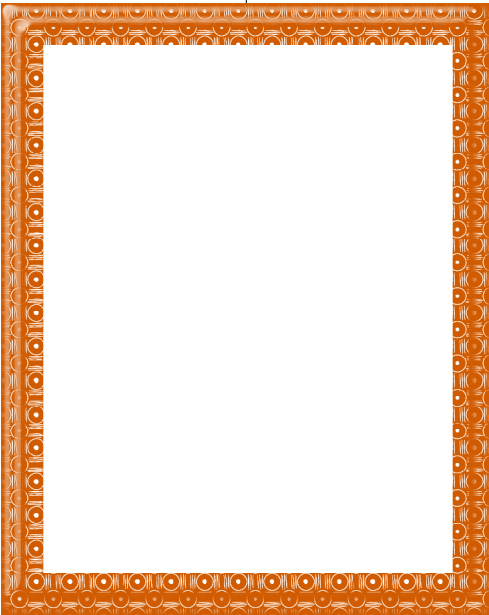
In 1998 we successfully worked with local governments and elected officials to create, by ordinance, the Anderson and Michigan City Commissions on the Social Status of Black Males. We also provided residents in Lake County with an AIDS/HIV Memorial Services held in the city of Gary to recognize not only Black males, but all Lake County residents who have died from this tragic disease.

One of the most consequential trends of our time is the dramatic increase in the number of children growing up in fatherless households. I thank God for the many faithful and fearless single mothers who for many years have raised not only young Black males, but many of Indiana's children. In order to decrease the symptoms of fatherlessness, we as single or married Black males will need to serve as living examples in order to help shape future generations by establishing and building strong moral character among ourselves.

The Indiana Commission on the Social Status of Black Males is committed to helping build strong Black males in order to help strengthen and uplift a comfortable, mediocre and complacent African-American community. It is time for us as Black men to wake up and make up our beds, because our women, children, and communities need us. The perfect beginning in an imperfect world is building a better you.

Love, Peace and Eternal Happiness.

Darren L. Washington, Executive Director
Indiana Commission on the Social Status of Black Males



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Overview

Because ALL citizens of Indiana have a right to lead healthy and productive lives, the Indiana Commission on the Social Status of Black Males was established legislatively to increase and improve the economic, educational, health, professional and social status of the Black male and to identify and recommend public remedies.

Today, alarming statistics, both nationally and statewide, confirm the urgent need to develop a strategic course of action to counter the negative circumstances that have contributed to the plight of Black males.

The Indiana Commission on the Social Status of Black Males consists of 20 appointed commissioners and a consortium of volunteer committee members from throughout the state who are committed to improving the quality of life of Black males in Indiana.

Through a collective, cohesive effort, the Commission received generous support and input from communities throughout the state. In a series of public hearings, the general public commented on the multifaceted problems confronting the Black male and the programs and services, or lack thereof, that are affecting the Black male population.

Consequently, in order to resolve effectively those issues contributing to the social decay of the Black male in Indiana, there must be a continued and committed collaboration among all segments of the community.

The Indiana Commission on the Social Status of Black Males is dedicated to serve as a catalyst and to facilitate a common foundation upon which a viable course of action can be initiated.

Focus Areas

Criminal Justice

Education

Employment

Health

Social Factors

Introduction

Through a bipartisan effort, the Indiana Commission on the Social Status of Black Males was formally established by Public Law 143-1993 to study and recommend legislative remedies to address the critical social problems facing the Black male population in Indiana.

To that end, House Resolution 31 was introduced during the 1992 session of the Indiana General Assembly to establish a statutory or interim study committee to study the social distress of Black males in Indiana. As a result, an interim committee was appointed to identify the specific problems that contribute to the declining quality of life of this targeted population.

From the interim study, Engrossed Senate Bill 190 and House Bill 1065 were formally introduced and passed by the Indiana General Assembly, thus establishing Public Law 143-1993. Because of this legislation, the Indiana Commission on the Social Status of Black Males was created.

Approach

The Indiana Commission on the Social Status of Black Males is mandated to identify specific social problems and develop legislative recommendations directly pertaining to the Black male population in Indiana. This statewide Commission consists of elected officials, business, community and governmental leaders as well as private citizens. With the assigned primary responsibility to review the social conditions of Black males, the Commission began its work by:

- Formulating five subcommittees to identify issues in the targeted areas of criminal justice, education, health, employment and social factors.
- Conducting statewide public hearings to obtain community input.
- Gathering statistical data relevant to the identified areas of concern.

From the five-year plan emerged a process for the Commission to begin implementation of the initiatives. The results of the interim study conducted during the 1992 legislative session became the framework for the Commission's work.

There are three initiatives the Commission is undertaking to address the plight of Black males:

Administrative: Recommendations will be made to the Governor as to what may be done administratively to begin to change the tide facing Black males.

Legislative: Recommendations will be made to the Indiana General Assembly regarding potential legislation that may be enacted to remove barriers facing Black males.

Local level: A "grassroots" effort will be undertaken to mobilize our communities to bring attention to the problems facing our Black males while collaborating to find remedies to addressing and overcoming them.

This report is a summary of the information as well as recommendations deemed necessary to change the tide in the factors contributing to the social decay of Indiana's African-American males.

1999 Objectives

■ To establish Local Commissions on the Social Status of Black Males.

Local commissions have been established in the following locations in Indiana:

Anderson
Evansville
Lake County
Fort Wayne (being established)
Michigan City
Muncie
Gary
South Bend
Indianapolis

Local commissions are the key units in Indiana's network to bring together those who are at the forefront of the battle to reduce the factors that contribute to the social decay of the Black male.

The local commissions will encourage the development of programs at the local level that focus on long-range remediation of those problems. New Commissions have been established in Anderson and Michigan City.

■ To publish statewide material.

The Commission shall continue its efforts to inform citizens through statewide publications that address problems Black males face in the areas of education, employment, crime, and health.

■ To raise awareness of health related problems concerning Black males in the state of Indiana.

Implementation of effective health education for HIV, prostate cancer, and other important health problems facing Black males is a major concern of the Commission.

In 1999, a series of AIDS/HIV statewide memorials are planned to acknowledge Black males that have died of AIDS, and also to educate young Black males and others on prevention.

■ To seek sponsorship of legislation that will address our mission (2000 Session).

Another year is behind us as we evaluate the past to prepare for the future. The Department of Correction, once again, looks forward to working with the Indiana Commission on the Social Status of Black Males.

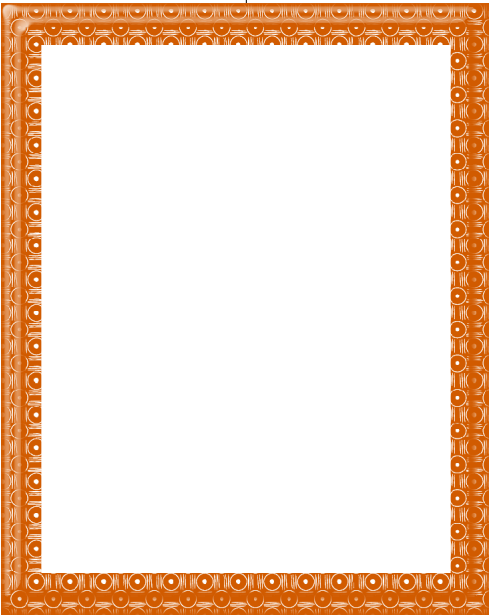
The Department of Correction has a primary responsibility of public safety which, of course, is based on incarceration in our facilities. However, we hold a strong belief that we should be collaborating with related agencies in prevention as well as post incarceration services.

Programs within our system are provided to meet a multitude of needs which include therapeutic, life skills, and in my opinion, most importantly, education and vocational training. We realize that all individuals will not participate in these functions as a matter of choice. However, the programs are provided and we hope that time and chronological age will be a factor which will eventually change that attitude to one of participation. It's a fact that successful completion in such programs increases the potential of remaining in society once released.

Another component of our concern is staffing and seeing that they have received appropriate training in sensitivity and cultural diversity. It is important to note that we must be prepared to work with our peers as well as those we are charged with supervising.

In closing, I look forward to the Department of Correction being a leader in the state system in working with the Indiana Commission on the Social Status of Black Males.

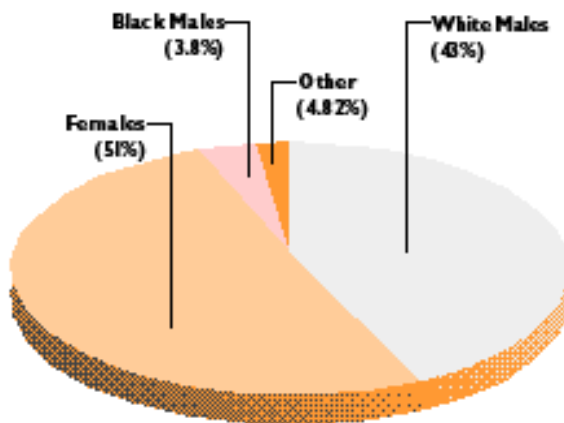
Edward L. Cohn,
Commissioner



Indiana Population

(As of March 1, 1999)

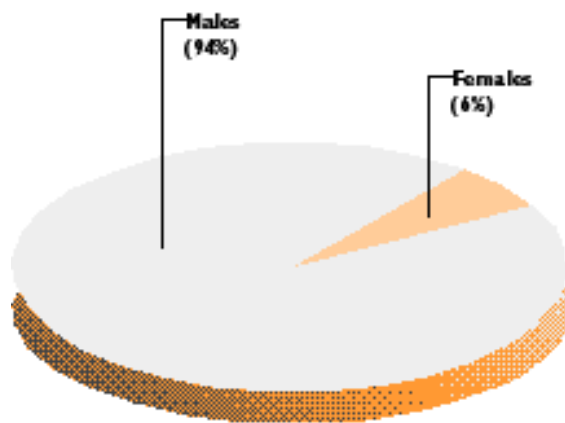
There are 229,133 Black males in the state of Indiana compared to 2,595,047 White males. Remaining male population of other racial origin has risen to 103,530. Total male population has risen to 2,927,710 as compared to 3,071,006 total female population.



Incarceration Population

(Gender)

As of March 1, 1999 there were 17,985 incarcerated males compared to 1,191 incarcerated females. Total prison population increased by 5.7% since last year.

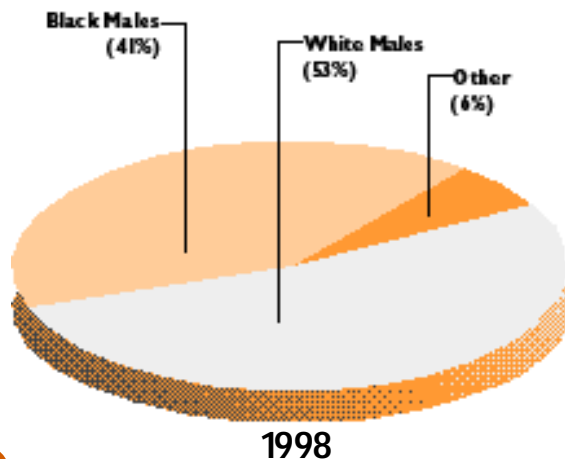
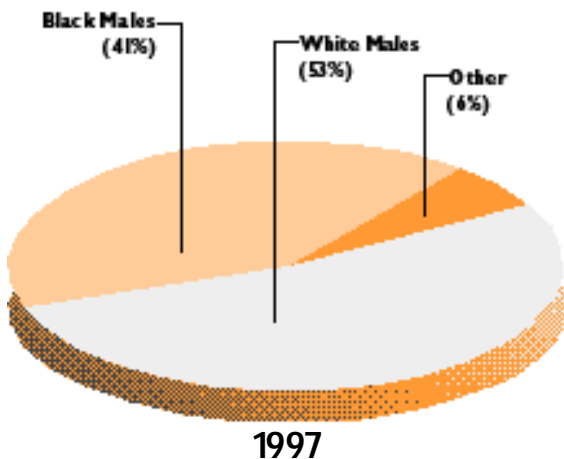


Incarcerated Males by Race

(As of March 1, 1999)

There were 9,513 White males incarcerated in Indiana prisons, compared to 7,360 Black males incarcerated. Although there are more White males incarcerated than Black males, the percentage of Black males incarcerated is

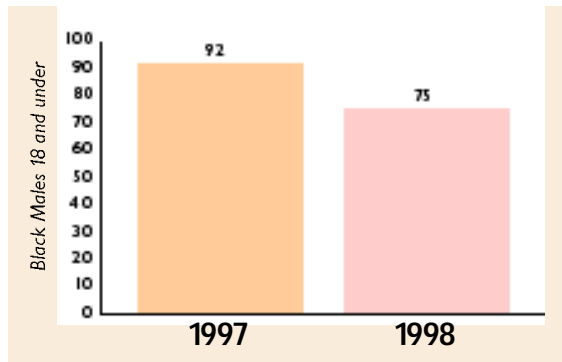
higher than the percentage of White males. This can be attributed to the total male population in Indiana, where White males (2,595,047) outnumber Black males (229,133) eleven to one. This has not improved this year.



Percentage of all Incarcerated Black Male Offenders age 18 or Younger and 19 years or Older Incarcerated in Adult Facilities

(April 1, 1999)

As of April 1, 1999, there were 7,320 Black males incarcerated in adult facilities in Indiana. Of these, 92% were 18 years of age or younger. Since 1997, the number of Black males held in adult facilities has decreased by 15%.



Source: Indiana Department of Correction and Indiana University School of Business (for the updated census data).

Commission Recommendations

Problem Statement:

There is a lack of participation and involvement of Black male adults in the lives of young Black males that contributes to a violent street culture, gang activities and drug trafficking.

Community Action:

Community organizations, local school corporations, neighborhood groups, churches, and private and public sectors should:

1. Advocate volunteer participation of Black male adults in programs targeting young Black males,

2. Aggressively promote community programs targeting Black male youths,
3. Develop role modeling programs which target preschool Black male children, ages one through five,
4. Create more school/community partnerships that target Black male youths,
5. Create more programs for unattended, or latchkey, Black male youths, and
6. Create more recreational activities and programs for Black male youths.

Problem Statement:

There is a lack of nurturing of young Black males to mold positive ways of thinking and to prevent crime.

Community Action:

Community organizations, churches, public and private sectors, family support, and youth-oriented agencies, in conjunction with law enforcement and criminal justice agencies, should:

1. Promote programs that encourage the prevention of teenage pregnancies,
2. Assist families in shaping positive attitudes within young Black males,
3. Develop outreach mentoring programs for young Black males,
4. Develop more crime prevention and intervention programs to deter young Black males from crime (an example is Project Courage, Office of the Marion County Prosecuting Attorney, Indianapolis),
5. Develop more community-based programs and outreach ministries targeting Black male youths to teach moral values, respect for self and authorities, cultural awareness and positive alternatives (an example program is Brotherhood International, Inc., Light of the World Christian Church, Indianapolis), and
6. Develop aggressive campaigns to recruit and train Black male adults to become active in the lives of young Black males.

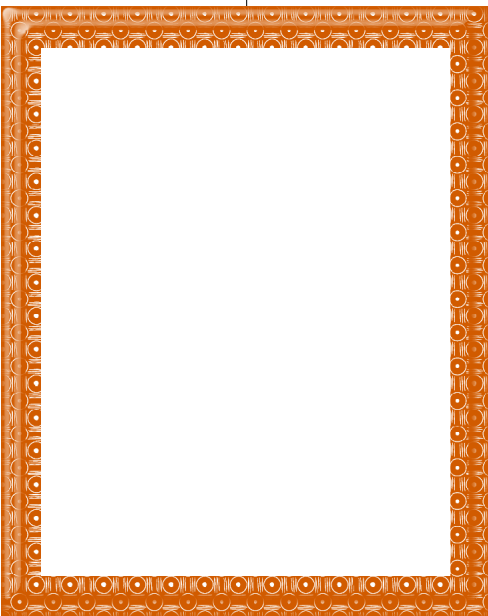
Increased public recognition of the problems facing Black males is among the signs of the singular success for the Indiana Commission on the Social Status of Black Males.

The impact of this commission's annual conference and its "Back to School" rallies have a direct correlation to the growing public awareness of specific issues, problems, and alternative solutions in such areas as criminal justice, employment, health, and society, as well as education.

The Indiana Department of Education works in partnership with the commission and is part of a statewide consortium that seeks to resolve issues that contribute to the social decline among Black males in our state. Statistics make it clear that the need is urgent for Indiana to create and develop a strategic course of action to counter the negative circumstances continuing to contribute to the social decline felt by many Black males.

The Department of Education recognizes that the manner in which children are educated has an impact on the future of our entire state and our national society, and it supports the many public awareness and educational efforts by the Indiana Commission on the Social Status of Black Males.

Dr. Suellen Reed
Superintendent of Public Instruction



Percentage of Retention* in Indiana Public Schools

(All Ethnic Groups)

*Retention as described in this report shall refer to a retained population and the percentage of those students assigned to the same grade level this year as the previous year.

The information within this report is statewide and includes students enrolled in Indiana Schools in grades K-12.

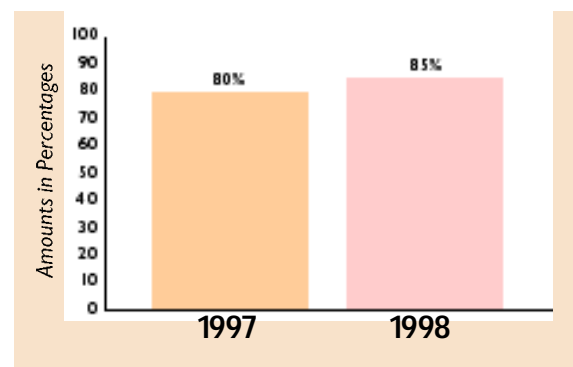
Retention Rate Summary

	1998
Asian	.74%
Black	4.04%
Hispanic	.90%
Multiracial	1.63%
Native Americans	3.23%
White	1.14%

Percentage of Black Male High School Seniors who Graduated from High School

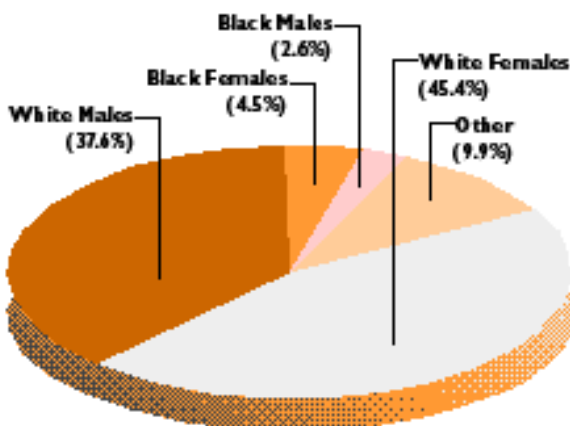
5,584 Black High School students began the 1998 school year as Seniors. 2,605 (47%) males and 2,979 (53%) female

year
92%



Source: Indiana Department of Education

Percentage of Black Male Enrollment in Indiana Public Post-Secondary Education Institutions



Indiana University	2.3%
Purdue University	2.2%
Indiana State University	4.0%
University of Southern Indiana	1.4%
Ball State University	2.7%
Vincennes University	3.0%
Indiana Vocational Technical College	3.3%

Source: Indiana Commission for Higher Education

Commission Recommendations

Problem Statement:

Teachers are not prepared or trained to teach Black male students.

Community Action:

Local school corporations should implement regularly scheduled staff development activities on methodologies for teaching Black males.

Legislation:

The Indiana General Assembly should pass legislation:

1. Requiring students preparing for a career in teaching and teachers without a life license to take at least one multicultural course, and
2. Requiring state colleges and universities to develop courses designed to improve teaching skills of teachers in meeting the needs of inner city youths.

Problem Statement:

There is a significant shortage of Black role models, especially male teachers, in the public school system.

Community Action:

School corporations should seek and hire Black male teachers, by developing a coordinated and comprehensive national outreach initiative designed to identify and attract minority teachers and administrators in the large urban school corporations, with specific emphasis on Black males.

Legislation:

The Indiana General Assembly should pass legislation:

1. Creating alternative certification programs for Black males who have a college degree outside of education who want to enter the teaching profession, allowing on-the-job training while receiving accreditation, and
2. Providing funding for scholarship programs to encourage Black male students to prepare and enter into a career in teaching.

Problem Statement:

Parents, regardless of their life situation or educational level, are not encouraged to teach young Black males a love for learning.

Community Action:

- Churches and community organizations should emphasize the importance of education.
- School corporations should develop programs where Black professional men come weekly to read interesting stories to young Black male students.
- Communities should develop programs with the participation of businesses, churches and community groups to help families nurture young Black males to their full academic potential.

Legislation:

The Indiana General Assembly should pass legislation:

1. Mandating that parents be involved in their sons' education as a prerequisite to receiving aid to dependent children, and
2. Offering tax credits for businesses that develop family academic support programs.

Problem Statement:

Social issues facing young Black males such as fatherlessness, poverty, lack of positive role models, and lack of self-esteem make traditional learning styles difficult to adapt to within local school corporations statewide.

Legislation:

The Indiana General Assembly should pass legislation:

1. Providing funding for school corporations that support and invest in Alternative Type 1 Schools which allow students to choose (student decision making) to go to the school as opposed to being sent.

Employment

The Commission on the Social Status of Black Males was founded in 1993 to assist in the development of several key issues to the African-American population in the state of Indiana.

We as African-Americans of this state have several major issues to look at: 1. Criminal Justice, 2. Health Care, 3. Education, 4. Employment. These key topics are still with us and await our passage into the new millennium.

The current Indiana Employment statistics show 3,072,000 persons are eligible to work in the labor force. Of all men in the labor force that are employed, 86,000 (5%) are African-American males, compared to 1,544,000 (93%) white males employed.

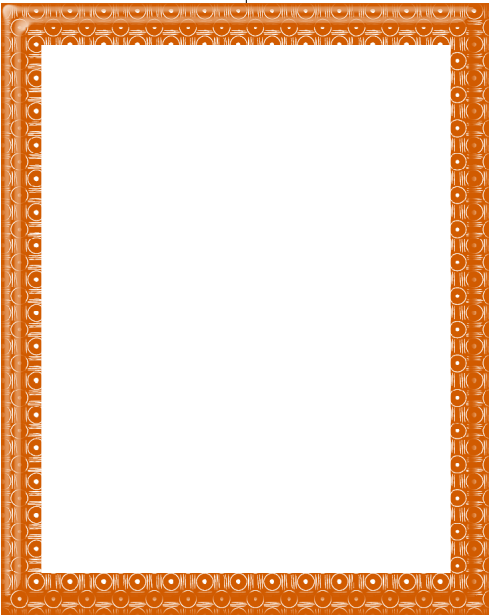
In the state of Indiana the current unemployment rates are: Females statewide (4.4%), men statewide (3.9%), Black males (10.3%), White males (3.6%), Black females (7.1%), and White females (4.0%).

As citizens of the state of Indiana, we need to make cities, counties, and the state accountable for increasing the workforce development opportunities for the African-American population. We as African-Americans also need to make ourselves marketable for the workplace.

Over the years we have all heard the African-American proverb that states, "It takes a whole village to raise one child," but that village lives in each and every one of us. We must continue to care about who we are and, what is happening around us.

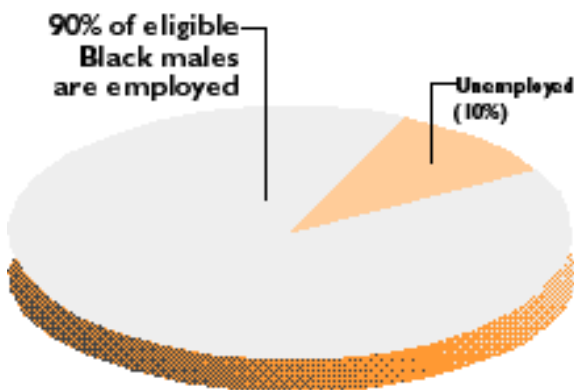
The Indiana Commission on the Social Status of Black Males is dedicated to continuing our effort on reversing the negative trends and spreading a more positive message throughout the state of Indiana.

Michael Cunegin II, Councilman
Allen County



Indiana Employment Status

In the State of Indiana there are 3,072,000 persons in the labor force. There are 95,000 Black men in the labor force, and 86,000 (90%) of them are employed. Of all men in the labor force that are employed, (5%) 86,000 are Black and (93%) 1,544,000 are White.



Comparing Indiana's Unemployment Rates for Black and White Males and Females

In the State of Indiana for which there is current data, the unemployment rates are:

Men statewide	(3.9%)
Females statewide	(4.4%)
Black males	(10.3%)
White males	(3.6%)
Black females	(7.1%)
White females	(4.0%)

Indiana Employment Status Terms

Labor Force:

All persons in the state of Indiana that are eligible to work.

Employed:

All persons in the labor force that have a job, and are currently working.

Unemployed:

All persons in the labor force that do not have a job, and are not working.

Commission Recommendations

Problem Statement:

Most Black males are unaware of employment options and opportunities.

Community Action:

Local businesses should develop internships for at-risk Black male students. The business community should develop more mentorship programs linking young Black males with Black male professionals.

Legislation:

The Indiana General Assembly should pass legislation:

1. Incorporating vocational education and job training partnerships into the academic curriculum, and
2. Incorporating employment-related, vocational-based courses into the academic curriculum.

Problem Statement:

There is a lack of emphasis on the importance of education in the workplace, particularly among young Black males.

Community Action:

Public and private sectors should encourage the business community to reinvest in employee training for young Black males to enhance their skills and marketability.

Academic counselors should promote available programs for higher education to Black male students.

School corporations in conjunction with the business community should develop pre-apprenticeship programs targeting Black male students.

Legislation:

The Indiana General Assembly should:

1. Pass incentive legislation for employment-related training programs with an emphasis on young Black males, and
2. Pass legislation to reinvest tax revenues into employment with a special emphasis on Black male youth.

Problem Statement:

There is a lack of apprenticeship programs for Black males to obtain hands-on experience in career fields of interest.

Community Action:

School corporations in conjunction with the business community should offer more pre-apprenticeship programs for Black male students.

The business community, particularly Black business, should sponsor youth entrepreneur programs with a special emphasis on young Black males. Example: The Center for Leadership Development, Indianapolis, Indiana.

Legislation:

The Indiana General Assembly (and political leaders) should:

1. Encourage union leaders to make apprenticeship opportunities more accessible to young Black males, and
2. Create labor-intensive public enterprise to perform services valued by taxpayers.

Indiana Commission on the Social Status of Black Males Corporate Roundtable

The mission of the Indiana Commission on the Social Status of black Males Corporate Roundtable is to act in an advisory capacity toward strengthening the Commission's growth and development through legislative and policy support, active participation in projects and activities and corporate giving.

To achieve these results, the Roundtables' goals will be to:

1. Provide advice and counsel to the Commission for legislative and policy objectives in areas that impact Black males to include, but not be limited to: social factors, health, education, employment and training and business development.

2. Facilitate an open dialogue between the Commission and the corporate community to ensure the Commission's projects and activities continue to enhance its image in the community.
3. Assist the Commission with the development of a sound financial and strategic plan for the permanent existence of the Commission either as an internal or external program to state government.

Following are photographs of Corporate Roundtable members.



Stephen L. Corbitt
President
Corbitt & Sons Construction Co., Inc.



William Shrewsberry
Executive Director
Indiana White River State Park



Sherry Hopkins
Government Relations
Golden Rule Insurance Company



Joseph A. Slash
Vice-President
Community & Corporate Effectiveness
Indianapolis Power & Light Company



Yvonne Perkins
Director of Corporate Affairs
Citizen Gas & Coke Utility



Samuel L. Odle
Methodist-IU-Riley Hospitals



Judy K. Driver
Affirmative Action Coordinator
BAA Indianapolis



Andrew L. Crowe, Director
Minority Business Development
Eli Lilly and Company

The Indiana Commission on the Social Status of Black Males performs an invaluable service in the state of Indiana towards increasing awareness of health problems faced by African-American males today. Research and public health data show that this group is over represented among persons with health problems, which makes it all the more important for continued support of this Commission's activities by the Indiana State Department of Health. While striving to ensure that male African-Americans remain the focus of this public health issue, it is crucial that attention be drawn to access to preventive health services available throughout the community. By recognizing that health is more than just an absence of disease, we strongly feel that through this Commission, numerous African-American males can and will be reached at the economic, cultural, and psychosocial levels. Specific areas that can be targeted through its effort include violence, HIV and AIDS, cancer related to smoking, heart disease and stroke.

Disease prevention is a role that must be shared by both public and private sectors. The Indiana State Department of Health is committed to continuing its support of the Commission and its activities, with the ultimate goal of increasing life expectancy of African-American males. The Indiana State Department of Health truly appreciates the efforts of the Commission and looks forward to its continued endeavors in addressing these very important health issues.

Richard D. Feldman, M.D.
State Health Commissioner



The Five Leading Causes of Death

Total Population		Total Black Population	
1. Heart Disease	16,621	1. Heart Disease	523
2. Malignant Neoplasms	12,335	2. Malignant Neoplasms	515
3. Cerebrovascular Disease	3,830	3. Homicide	208
4. Other COPD	2,071	4. Cerebrovascular Disease	116
5. Pneumonia	1,748	5. Diabetes Mellitus	76
Total Population	53,015	Total Population	2,178

Five Leading Causes of Death by Race Indiana Residents (Ages 15-24)

In 1997, 79% of male homicide victims ages 15-24 were African-American. This is an 8% increase since 1995, largely due to a decrease in the number of non-Black male homicide victims.

Black Population	
Homicide	97
Motor Vehicle Injuries	12
Other Injuries (exclu. motor vehicles)	11
Suicide	9
Heart Disease	7
All Causes	156
Black Male	
Homicide	90
Motor Vehicle Injuries	11
Other Injuries (exclu. motor vehicles)	9
Suicide	8
Heart Disease	5
All Causes	137
Total Male	
Motor Vehicle Injuries	213
Homicide	114
Suicide	91
Other Injuries (exclu. motor vehicles)	57
Malignant Neoplasms	20
All Causes	567

Five Leading Causes of Death by Race Indiana Residents (Ages 25-34)

In 1997, 61% of male homicide victims ages 25-34 were African-American. Although that's only a 1% increase, 22 more Black males were victims of homicide than in 1995.

Black Population	
Homicide	72
Motor Vehicle Injuries	15
Suicide	15
Heart Disease	13
AIDS	13
All Causes	176
Black Male	
Homicide	63
Suicide	14
Motor Vehicle Injuries	11
AIDS	9
Heart Disease	7
All Causes	130
Total Male	
Suicide	133
Motor Vehicle Injuries	117
Homicide	103
Other Injuries (exclu. motor vehicles)	68
Malignant Neoplasms	57
All Causes	693

Commission Recommendations

Problem Statement:

Black males do not seek treatment due to the lack of adequate health insurance and high medical cost.

Community Action:

Local Urban Leagues, NAACP chapters, Minority Health Coalitions, and other community agencies should develop programs encouraging Black males to seek treatment and monitor health care facilities to ensure that they are user friendly. School Corporations should develop in-school health centers to monitor the health of Black males throughout the public school system.

Legislation:

The Indiana General Assembly should:

1. Fund public health departments in urban cities to the level necessary to permit required periodic testing and annual examinations for African-Americans,
2. Fund and support a program encompassing the Universal Health Care concept, and
3. Financially support the further development of the activities of the Office for Prevention within the Indiana State Department of Health with a mandate to focus on health problems of the Black male.

The inability to pay for health care services is one of the major barriers to an individual accessing the health care system. Indiana does not have an adequate program for financing health care for the medically indigent, a large percentage of whom are Black males. Individuals with preexist-

ing health conditions and those individuals who are uninsured or underinsured may postpone treatment until the disease has progressed to a chronic state. This may result in an increase in mortality from preventable conditions.

Problem Statement:

There is a need to develop healthier life-styles and diets for Black males.

Community Action:

School corporations should develop programs to teach Black males how to maintain healthier life-styles.

School corporations and community agencies should develop programs to enhance the ability of the Black male to be a responsible health care consumer and maintainer of his own health.

Local Urban Leagues, Minority Health Coalitions and other community organizations should develop programs to address the poor nutritional patterns and diets of Black males.

Legislation:

The Indiana General Assembly should:

1. Fund community projects to aid the development of healthier life-styles among Black males, addressing prevention, early intervention, treatment and rehabilitation, and
2. Provide appropriate funds for local health departments so they can provide extended services to Black males.

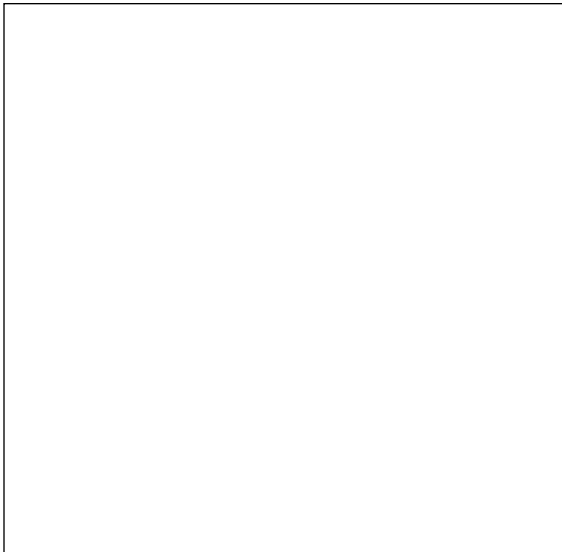
Source: 1989 Report of State Council on Black and Minority Health

Lake County AIDS/HIV Memorial Service

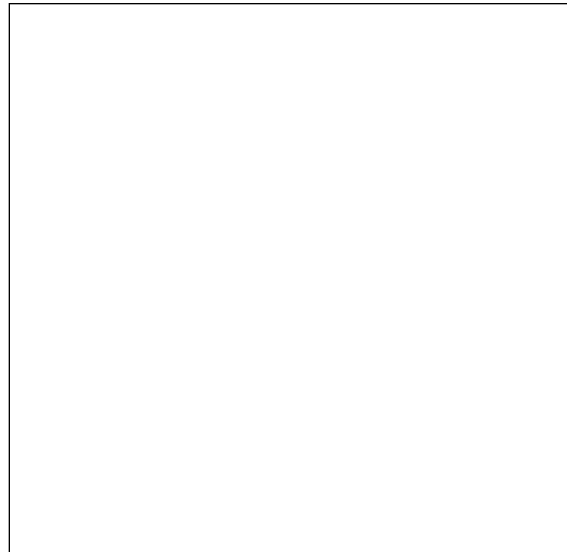
The Indiana Commission on the Social Status of Black Males held their first memorial service for those who had died from the AIDS virus on Friday, August 21, 1998 at the Village Shopping Center in Gary, Indiana. Hosted by Commission chairman and State Representative Dr. Vernon G. Smith, and Executive Director Darren L. Washington, the service recognized those in Lake County who died from the disease. Dr. Smith invited memorial participants who were related or friends of someone who died of AIDS to light any of the 56 candles that were placed on the south end of the shopping center to recognize and remember loved ones. Participants were also informed that African-American Males are the most affected by the disease in Lake County and

Lake County has the state's second highest rate of women with HIV/AIDS.

Pastor Raymond C. Dix, pastor of Berean Fellowship Church, who was the keynote speaker at the memorial service encouraged participants to promote the issue of abstinence as the only sure way to prevent contracting HIV/AIDS. He also informed participants that youth will need to be educated on the act of self-control, and not birth control. He stressed to the group that a demand should be placed upon legislators, government leaders, and the President of the United States to provide more financial support for those who cannot afford to get medical help and insurance benefits because they have AIDS.



Commission Chairman State Representative Dr. Vernon G. Smith, shown with Pastor Raymond C. Dix (keynote speaker), addresses HIV/AIDS memorial participants concerning the problems we are facing as a community as it relates to HIV/AIDS.



Commission members Lynn Smith (State Department of Mental Health) and Mindy Lewis (Cummins Engine Co.) gather before the memorial service.

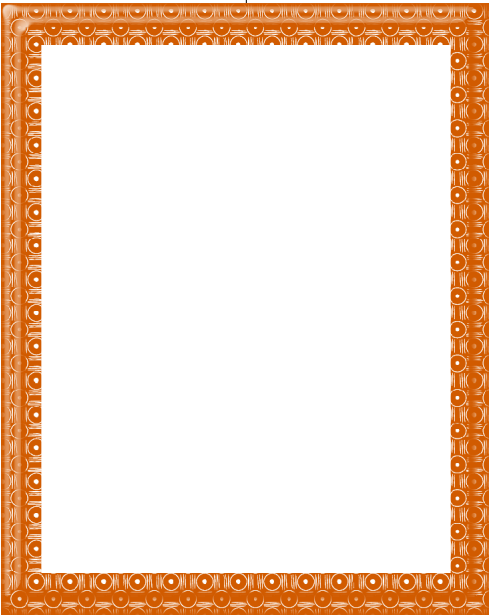
Social Factors

As Director of the Division of Family and Children within the Family Social Services Administration, I am delighted that the staff and myself are represented by the Indiana Commission on the Social Status of Black Males. The Indiana General Assembly established the Commission on the Social Status of Black Males to look at five areas of concern: health, employment, education, criminal justice, and social factors. The Division of Family and Children is committed to continue to provide the adequate resources needed in order to successfully address these areas.

The past year for the Commission has been one of great achievements. Again, the Commission provided the state of Indiana with a very illuminative state conference, a statistically powered annual report, and the addition of several local Commissions in various Indiana cities to continue the very important role of grassroots participation.

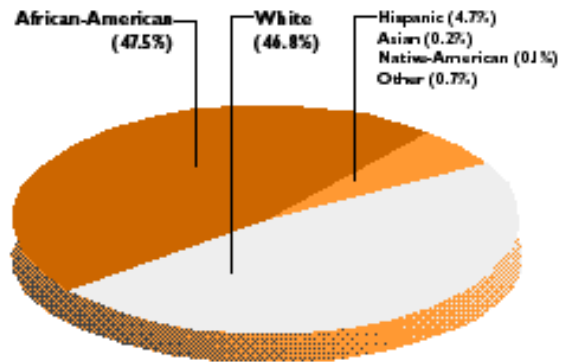
The Commission has provided one of the best resources in identifying and assessing factors which continue to plague a member of Indiana's community. Under the leadership of State Rep. Dr. Vernon Smith, Senator Thomas Wyss, Vice Chair and staff members Darren Washington, Executive Director, and Stephen Jackson, Assistant Director, the Commission's mission will continue to flourish.

James M. Hmurovich, Director
Division of Family and Children



Percentage of Hoosiers on Temporary Assistance to Needy Families (TANF) by Race

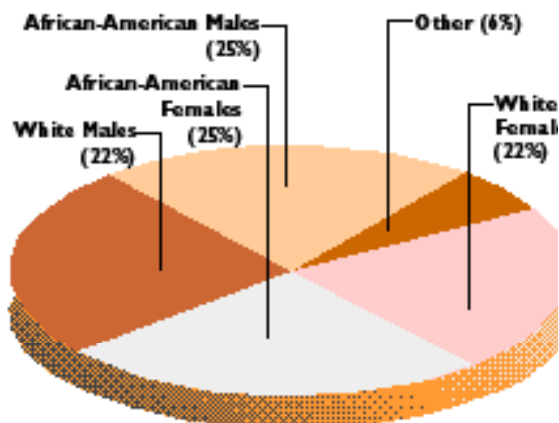
Hoosiers on welfare receive monthly payments called Temporary Assistance to Needy Families. TANF provides monthly payments, funded by federal, state and local government, to poor families with minor children who lack the financial support of a parent. Welfare recipients automatically receive Medicaid, which provides a wide range of medical care to certain low-income populations. In 1998, all groups had a decrease in persons on Temporary Assistance to Needy Families as compared to 1997. However, 1998 statistical information will show that there are still more African-American Hoosiers receiving TANF than any other race in the state, while African-Americans make up only 8% of the total population of Indiana.



Percentage of African-American Males and Females as Compared to Other Ethnic Groups on TANF

Ages 17 and Under

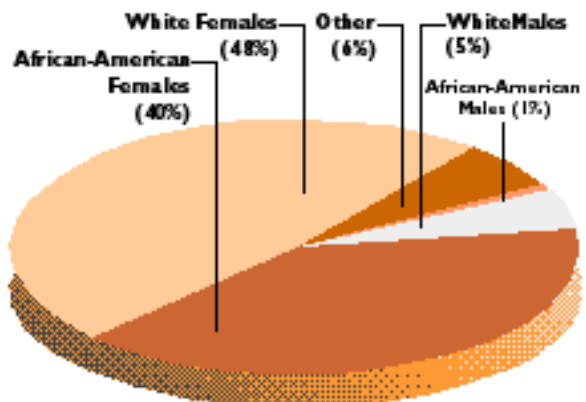
From 1997 to 1998, there was a 6% decrease in the number of children 17 and younger on TANF. African-American children in this category are receiving more aid than any other group while their White counterparts have decreased in percentage points concerning the aid they receive.



Ages 18 and Older

The 1998 statistics may continue to show that there are few black males on TANF, but knowing that almost half of the women on welfare are African-American will continue to support the issue concerning Fatherlessness among Black males.

Although percentage points have remained the same for all groups **except white males with a 2% decrease** in 1998, the total number of persons 18 and older on TANF has decreased.



Commission Recommendations

Problem Statement:

One tragic symptom of the plight of the Black male is the disintegration of the Black family. Currently, the structure of most Black families is nontraditional or single-parent households.

Community Action:

School corporations, in conjunction with social service and family support agencies, should:

1. Develop after-school programs for latchkey Black male children, and
2. Encourage Black parents to be proactive in educational activities affecting their sons and families.

Churches, in conjunction with social service and family support agencies, should:

1. Form family mentoring partnerships and programs,
2. Form networking programs for Black single parents,
3. Encourage the development of effective parenting programs for Black parents,
4. Encourage the development of community-based family development centers, and
5. Encourage the Black community to become actively involved in the lives of Black male children.

Examples of such effort include Light of the World Christian Churches, The Brotherhood International, Indianapolis; 100 Black Men Coalition of Indianapolis; and The African-American Achievers Corporation, Inc., Gary.

Community organizations should:

1. Develop, in conjunction with social service and family support agencies, constructive Afrocentric family crisis support programs, and
2. Pool their talents and resources to raise the substantial resources needed to fund male self-development programs.

Private and public community entities should:

1. Aggressively promote the spirit of volunteerism and "giving back,"
2. Develop and fund community support programs to reclaim the virtues of the extended family, and
3. Increase informational and promotional efforts targeting the Black community, highlighting the high number of Black male children who are in need of adoption.

Examples of such efforts are the Indiana One Church—One Child program and Homes for Black Children of Indianapolis.

Neighborhood associations should establish partnerships with churches and family and youth oriented agencies to develop programs such as "For Parents Only."

Legislation:

The Indiana General Assembly should:

1. Require the appointments of more Black and ethnic

minority judges who are sensitive to the cultural realities of the Black family,

2. Require all judges in the state to take racial/cultural sensitivity training,
3. Pass legislation affirming that parents are presumed innocent, until proven otherwise, in cases alleging child abuse resulting from discipline imposed by parents or guardians,
4. Pass legislation to revise the definition of family to recognize the historical realities of extended families (not limited to custodial, biological parents/guardians, but also inclusive of persons providing financial, emotional, and other necessary support),
5. Mandate culturally competent and sensitive training for juvenile/family judges, caseworkers, prosecutors and all persons involved in decision making regarding the investigation and filing of child abuse allegations resulting from discipline imposed by parents, and
6. Pass legislation to provide ample funding of major state initiatives and efforts that address the social inequities of the Black male.

Problem Statement:

There is a lack of Black male adult participation in the lives of young Black males.

Community Action:

Public and private community entities should:

1. Actively encourage Black male adults to participate in intervention and prevention programs for at-risk young Black males, and
2. Develop community-based mentoring programs targeting young Black males.

School corporations, in conjunction with public and private community entities, should:

1. Establish tutoring and mentoring programs linking Black male adults with Black male students,
2. Develop role modeling programs targeting Black male children ages one through five, and
3. Develop programs teaching the cultural experiences and role of the Black family.

Churches, in conjunction with public and private community entities, should establish Rites of Passage programs for young Black males.

Social service agencies and Health coalitions should establish community outreach programs to teach young Black fathers effective parenting skills and responsibilities.

Legislation:

The Indiana General Assembly should establish incentives for churches and other community entities to develop community outreach programs targeting young Black males.

Black Males Planning for Success

This year's conference, *Black Males Planning for Success*, was designed to educate, inform and prepare Black males to strategically plan a course of action when trying to accomplish their life goals, so it will be less difficult to overcome life's obstacles.

Open to the public, the conference offered a series of workshops and forums to identify specific issues and problems in the areas of criminal justice, education, employment, health and social factors.

Goals of the conference were to:

- A. Formulate strategies to positively affect the Black Male;
- B. Continue to address the challenges confronting the Black Male and formulate appropriate policy;
- C. Build upon the initiatives discussed at the previous annual conference;
- D. Gain a clearer picture of the economic, social and political issues facing Black Males;
- E. Educate the African-American community on helping themselves; and
- F. Prepare the Black Male Community for self-improvement.

Alfred "Coach" Powell Author of "Message-N-A-Bottle: The Forty Ounce Scandal" delivered the opening day conference keynote address.

U.S. Congressman Harold E. Ford, Jr., delivered the second day conference keynote address.

Workshops

Monday, September 28, 1998

The Importance and Role of the Adult African-American Male in the Family

This adult panel discussion focused on the solutions that Black males can bring to some of the problems that are within the family structure, and how a strong Black male presence in the family can make a difference.

Practice What You Preach: Youth are Watching

This adult workshop looked at how adults portray themselves before youth, and in what ways adults could become a better living example to help guide our youth in the right direction.

Black Males Planning for a Healthy Emotional, and Physical Future

Taking preventative and reactionary steps to decrease the cases of health problems among Black males was the focus of this health related discussion and workshop.

Abstinence or Safe Sex: What Should a Brother Do

In response to increasing rates of teen pregnancy, sexually transmitted diseases, and unwed and unprepared fathers, this workshop focused on teaching young Black males how to show affection without intercourse, and introduced the benefits of waiting to have sex until after marriage.

Employment Opportunities: How Young Black Males Prepare

This workshop was focused on preparing youths to acquire the necessary job skills to become positive and productive members of the employed labor force.

Economic Empowerment: Spending and Investing Money Wisely

Focusing on spending habits and money investment, this adult workshop focused on how smart investment practices can help build a financially secure future.

Teen Court: When Youth Determine the Outcomes

This workshop presentation by the youth from the Indianapolis "Teen Court" program provided youth participants a look at how this successful program has helped many troubled youths turn their lives around.

Programs that Work: Planning After Incarceration

This panel discussion focused on programs that try to help prison inmates become positive productive members of society after incarceration.

How to Effectively Work Out Problems with Your Teacher

This workshop prompted an open discussion about the problems that young Black males have with teachers, and what are some solutions to help bridge the gap in working out problems between students and teachers.

Increasing Your Study Skills for a Brighter Future

This workshop focused on empowering Black male youths to take control of their academic future through increasing their study skills and utilizing certain study techniques to achieve academic progress

Tuesday, September 29, 1998

AIDS: Drug Therapy and the Future

With the increasing number of AIDS/HIV cases in the state of Indiana, this panel discussion focused on informing conference participants on the new trends and products used to fight the AIDS virus, and what the future holds concerning this topic.

So You Want to Drink, Smoke, and Chill with the Homies: Can Your Body Pay the Price?

Many young persons feel that they are invincible concerning the negative lifestyles they choose to lead. This workshop informed young persons on how important it is to stay clear of Drugs and Alcohol in an effort to live strong, long and healthy lives.

Access to Technology: Providing Internet Opportunities

The focus of this youth workshop was to inform young persons of the positive opportunities that come from using the Internet, and how access to technology can help them plan for success.

Economic Empowerment: Financial Planning

The focus of this panel discussion was to inform conference participants of how to look at different successful ways of financial planning to aid in the development and uplifting of the African-American family.

Breaking the Law: Cause, Effect, and Solutions

The focus of this workshop was to inform youth of the consequences that will come as a product of choosing to break the law, and some alternative steps to take to avoid that type of lifestyle.

Teen Court: Peer Mentoring that Works

This panel discussion took a look at how the concept of peer Mentoring has been successful in changing the negative behavior of youth, and how the "Teen Court" program has successfully helped past and present program participants.

Educational Ethics: Shaping Black Males Behavior in the Classroom

This adult workshop focused on solutions in helping to decrease Black males' negative behavior in the classroom so they can obtain academic achievement.

The Power of Parental Involvement in the School System

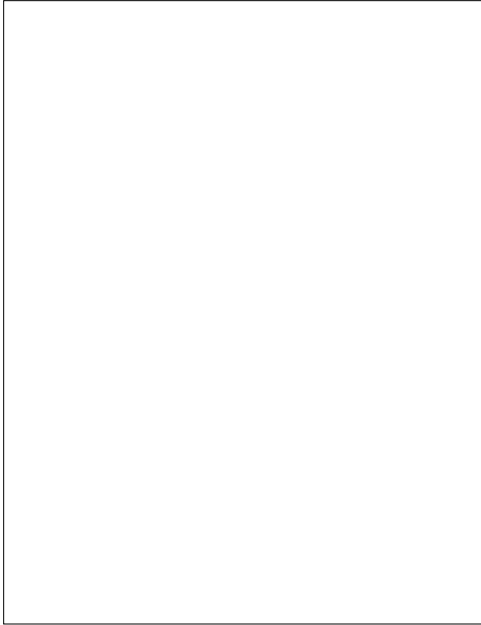
This panel discussion focused on how parental involvement in schools can serve as a powerful tool in helping to provide for a brighter educational process for children.

So You Want to Be Successful: Effective Steps for Young Black Males

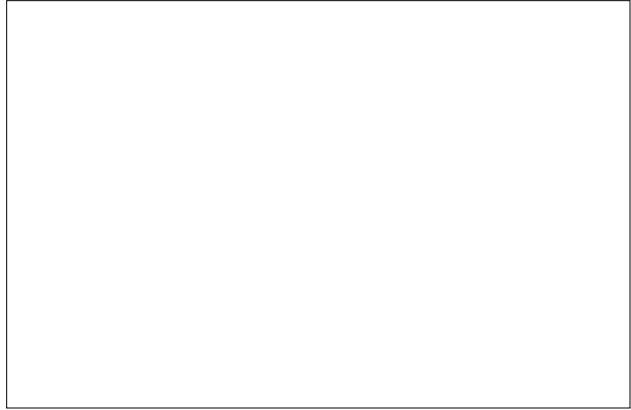
Without self-esteem, love, respect, and character (to name a few), accomplishing goals in life will be difficult. This youth workshop provided effective steps for young Black males to aid them in maximizing their potential to be successful.

Building Character and Responsibility: What it Really Means to be a Man

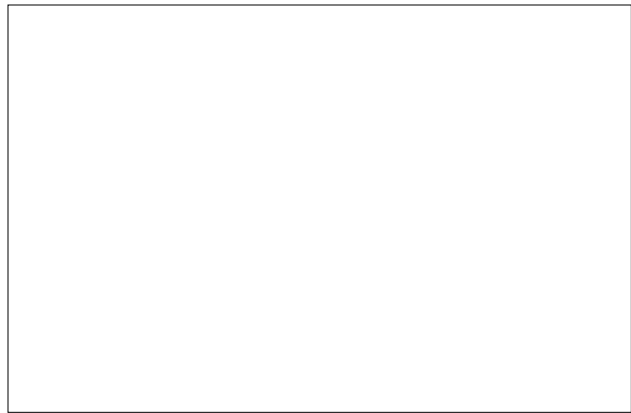
This workshop was focused on how important it is for young Black males to build character and responsibility early in life, and what positive steps should be taken to become a responsible and character driven man.



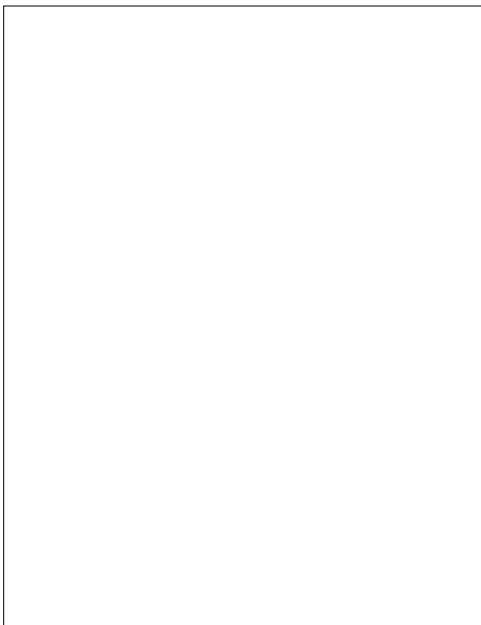
The Honorable Frank O'Bannon, Governor of the State of Indiana, provided opening remarks during the first day of the 1998 Conference.



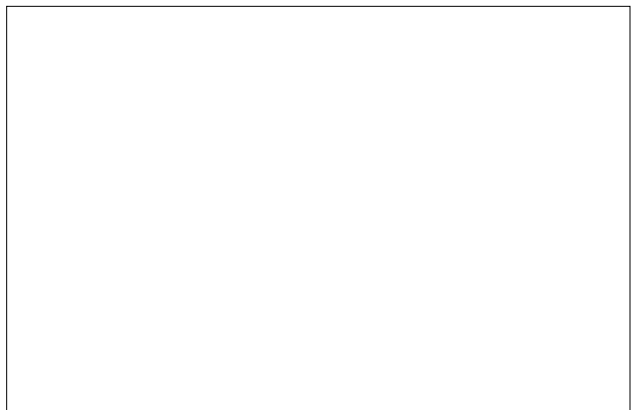
The 1998 State Conference was well attended statewide by youth, professionals, teachers, administrators, and members of the Indiana State Legislature.



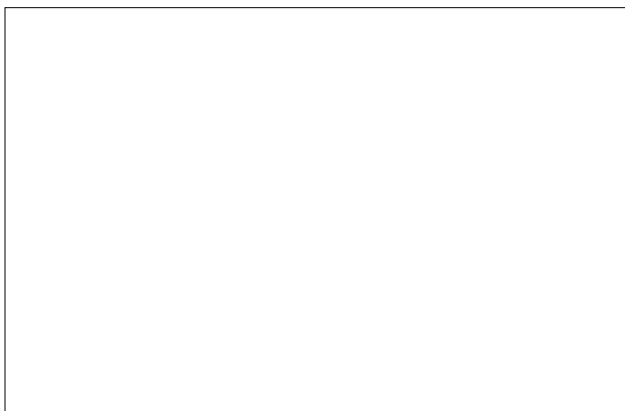
Commission member Nycletha Byrd of the Lake County Sheriff's Department discusses the meaning of the Keynote Message at the Youth Plenary Session.



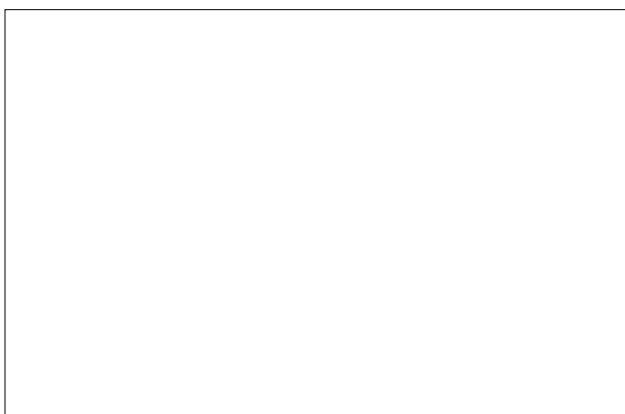
The Honorable Joseph Kernan, Lt. Governor of the State of Indiana, provided opening remarks during the second day of the 5th Annual Conference.



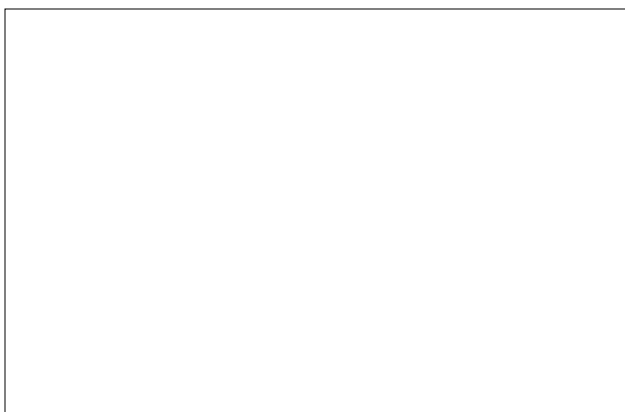
Commission member Charles Redd, State Rep. William Crawford, State Senator Cleo Washington, IPALCO Representative Joseph Slash, and Community Consultant Art Banks discuss with conference participants "Political and Economic Empowerment for African-American Males."



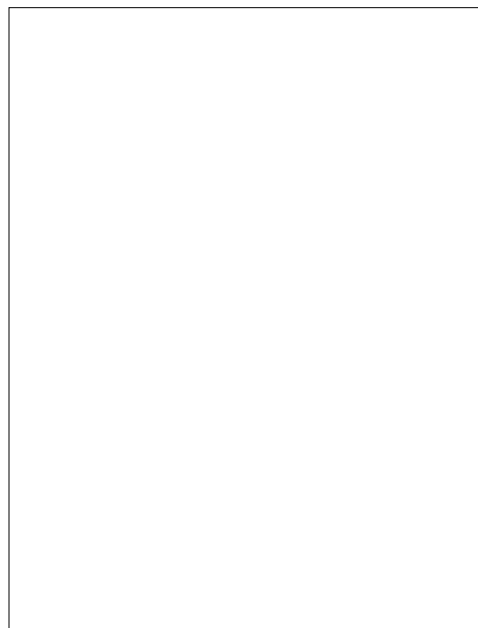
State Senator Thomas J. Wyss and State Representative Dr. Vernon G. Smith present Commission member John Finn with a "Service Award" for his dedicated service to the Indiana Commission on the Social Status of Black Males.



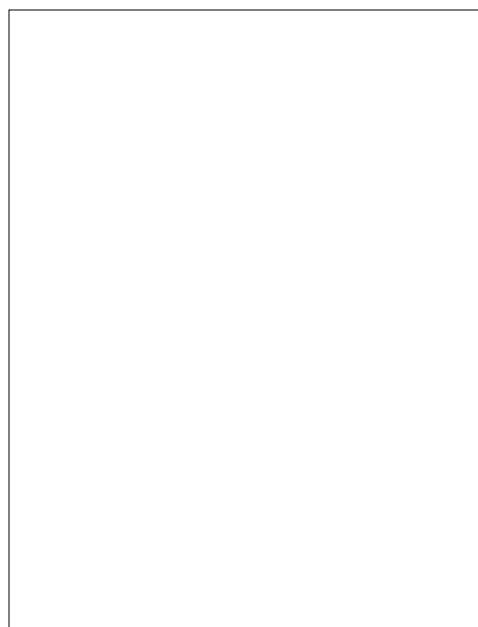
Commission Executive Director Darren L. Washington (right) and Assistant Director Stephen Jackson at the 5th Annual Conference.



William Lewis of Global Perspectives speaks to conference participants concerning "How Young Black Males Prepare for Employment Opportunities.



U.S. Congresswoman Julia Carson of the 10th Congressional District provided conference participants with remarks concerning Black males planning for success.



Commission Chairman State Representative Dr. Vernon G. Smith provides conference participants with opening comments during the 1998 State Conference.

10 Steps Rites of Passage/Adult Training Conference

On Friday, May 15, 1998 the Indiana Commission on the Social Status of Black Males held a “10 Steps Rites of Passage” adult training conference at the Indiana Government Center in Indianapolis, Indiana. This adult training program was open to all organizations, institutions, and individuals working directly with youth.

The conference trainer Ron Johnson, born in Brooklyn, New York, was a product of the public school system and a former gang member. Receiving his B.S. in Biology from Columbia University, he is the Founder and Executive Director of the National Family Life Education Center in Culver City, California.

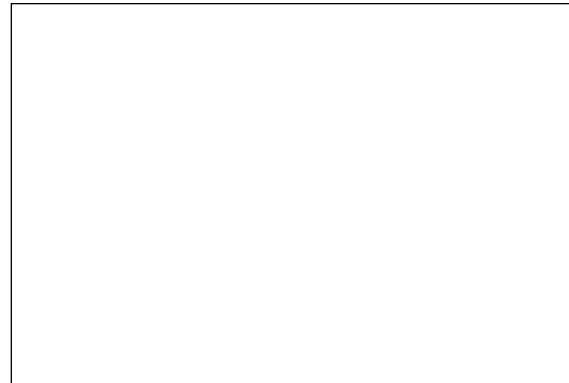
The “Rites of Passage” program promotes the value of interdependence between self, family, community and the world, along with instilling a sense of confidence and positive self-esteem. The program is a character building model, which promotes self-discipline and the importance of taking responsibility for one’s own actions and choices.

The conference training participants were provided with tools and information to aid youth in developing health promoting behaviors, improved study skills, the ability to plan for one’s future, and increased practical knowledge of political, economic and social systems that impact their lives. The ten steps of the rites of passage program are:

1. Spiritual
2. Emotional
3. Social
4. Personal
5. Mental
6. Cultural
7. Historical
8. Political
9. Economics
10. Physical



Ron Johnson, Director of the National Family Life Education Center, speaks to conference training participants about the importance of the “Rites of Passage” program.



Commission Members, staff, and conference participants take a moment to have a photograph taken with training conference speaker Ronald Johnson.

Anderson Commission on the Social Status of African-American Males

Ordinance No. 84-98 was supported by Mayor J. Mark Lawler and sponsored by Anderson Common Council President Kris Ockomon to establish the Anderson Commission on the Social Status of African-American Males. This Commission will look at ways at the local level to decrease problems that Black males face in the areas of health, employment, crime, education, and social factors. This Commission will also serve as an umbrella to bring together the many other organizations in the city of Anderson that are working to strengthen the social status of African-American males.

The Anderson Commission on the Social Status on African-American Males will do the following:

- A. Conduct a systematic study of the social and economic conditions of Black males;
- B. Serve as a clearinghouse for acquisition and dissemination of research materials and statistical data to facilitate examination of education, health, employment, and criminal justice issues that adversely affect Black males in Anderson, Indiana;
- C. Interface with the State Commission and other local Commissions in continued pursuit of an improvement in the quality of life for Black males; and
- D. Interface with other public agencies, private organizations and citizens in a comprehensive effort to achieve the goals contemplated by the Indiana Commission on the Social Status of Black Males, and the Anderson Commission on the Social Status of African-American Males.

"I envision the Anderson Commission on African-American Males to be the driving force in evaluating the information and statistics that will enable us to become more educated about this particular population. We need to be sensitized to the obstacles this integral part of our community faces and gain a better understanding of the statistics and percentages we read that have a negative impact in society. The work of this Commission should allow us to create programs that will facilitate progress to be made for African-American males. I look forward to watching this program unfold and evolve into a very beneficial part of our city."

J. Mark Lawler, Mayor of Anderson

Rudy Porter (Director of Community Affairs for the City of Anderson), Commission Director, Darren L. Washington, Mayor J. Mark Lawler, Kevin Gibbs (Anderson Community Activist), and Commission Assistant Director Stephen Jackson take a moment to pose while sealing the agreement between the Indiana Commission and the Anderson Commission on the Social Status of African-American Males.

Michigan City Commission on the Social Status of African-American Males

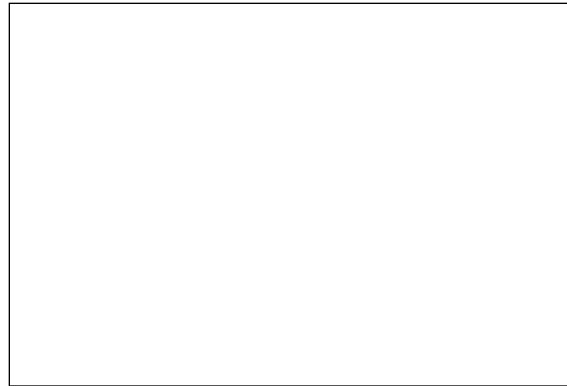
Six years after the Indiana Commission on the Social Status of Black Males was created by the Indiana State Legislature, Michigan City has officially established a local commission to study the social status of Black males.

The third time was the proverbial charm in Michigan City for the Rev. Albert Isbell to establish a local commission on the social status of Black males. Rev. Isbell, the Democratic City Councilman from Michigan City's first ward introduced an ordinance to establish a Commission on African- American Males at the November 4, 1998 council meeting. The board tabled the matter and did so again on November 17th. Several council members expressed support but had reservations about its size, the appointment process, eligibility requirements and other matters.

In a workshop session before the December 2, 1998 council meeting, members worked through their concerns and the eight members present, with the support of Mayor Sheila Brillson, unanimously voted to adopt the ordinance. The Commission now will be known as the Michigan City Commission on the Social Status of African-American Males. The Commission will consist of 24 members, and all members must be residents of LaPorte County.

The Commission's duties will include developing action committees to address various areas of

concern, and developing and coordinating information and programs of public institutions and other community groups to address the various issues African-American males face.



Executive Director Darren Washington with Mayor Sheila Brillson and City Councilman Rev. Albert Isbell of Michigan City, Indiana.

Public Law Supporting the Mission of the Indiana Commission on the Status of Black Males

HOUSE BILL 1900

House Bill 1900, authored by Representative Vernon G. Smith, requires the law enforcement training board to implement a cultural diversity awareness course that must be required for every person accepted for training at a law enforcement training school or academy. It requires the department of correction to conduct a training program on cultural diversity awareness for each employee of the department who has contact with incarcerated persons. ***House Bill 1900 passed out of the House of Representatives, but did not receive a hearing in the Senate.***

HOUSE BILL 1501

House Bill 1501, authored by Representative Vernon G. Smith, requires a law enforcement agency that accepts an application for a handgun license to provide the applicant with information concerning handgun safety, provided to the law enforcement agency by the superintendent of the state police department, before the application is forwarded to the superintendent. ***House Bill 1501 did not receive a hearing.***

SENATE BILL 565

Senate Bill 565, authored by Senator Cleo Washington, changes the deadline for registering to vote in a primary, general, municipal, or special election from not later than 29 days before an election to not later than 14 days before an election. It makes conforming amendments in the deadlines for registering: (1) in person at the office

of the circuit court clerk or board of registration; (2) in person at a license branch; (3) in person at a public assistance agency; (4) in person at an agency serving persons with disabilities; (5) in person at a governmental or nongovernmental office authorized by law to register voters; and (6) by mail. ***Senate Bill 565 did not receive a hearing.***

HOUSE BILL 1500

House Bill 1500, authored by Representative Vernon G. Smith, requires the professional standards board to identify courses at the various teacher training institutions in Indiana that qualify as courses on cultural diversity. This legislation prohibits the governing body of a school corporation from hiring an individual who receives an initial standard or reciprocal teaching license after March 31, 2001, unless the individual provides written evidence that the individual successfully completed at least one college course on cultural diversity. ***House Bill 1500 did not receive a hearing.***

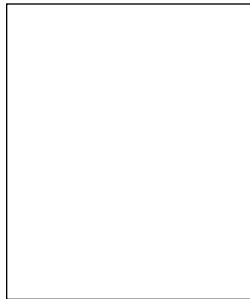
HOUSE CONCURRENT RESOLUTION No. 0014

House Concurrent Resolution 0014, authored by State Representative Dr. Vernon G. Smith, was introduced urging the Indiana General Assembly to study the air and soil quality in urban areas to establish a possible connection between air and soil quality and the higher number of cancer, asthma, and emphysema victims in urban areas. ***House Concurrent Resolution 0014 was adopted by both the State Senate and House of Representatives.***

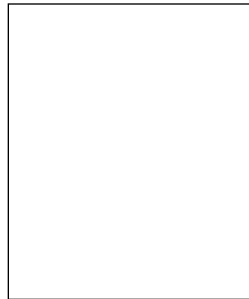
Commission Membership



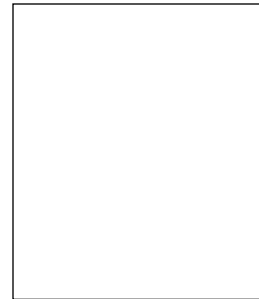
Commission Chairman,
The Honorable D. Vernon G. Smith
State Representative of Indiana
D-Gary, Indiana



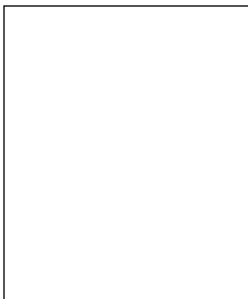
Commission Vice-Chairman,
The Honorable Thomas Wyss
State Senator of Indiana
R-Fort Wayne, Indiana



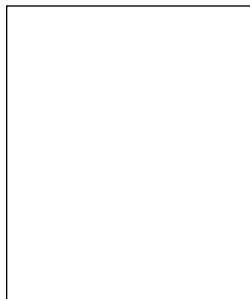
Commission Staff,
Darren L. Washington, Executive
Director, Indiana Commission on
the Social Status of Black Males



Commission Staff,
Stephen Jackson, Assistant Director,
Indiana Commission on the Social
Status of Black Males



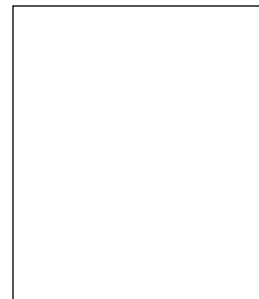
William T. Brodnax,
Proxy for Sandra D. Leek



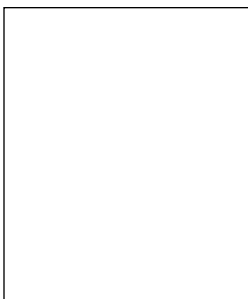
Nycletha Byrd
Lake County Sheriff's Department
Gary, Indiana



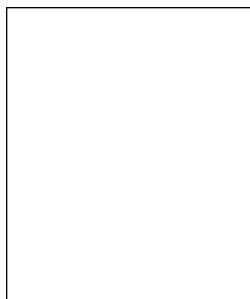
Ed Cohn, Commissioner
Indiana Department of Correction



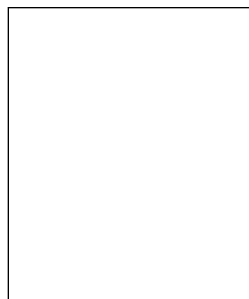
Betty Cockrum, Commissioner
Indiana Department of
Administration



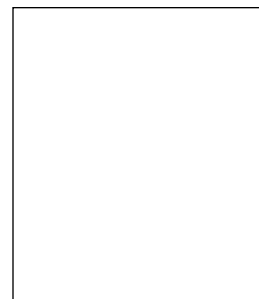
Michael Cunegin II,
City-Council Councilman
Fort Wayne, Indiana



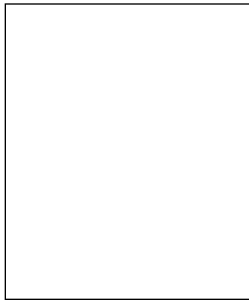
Dallas Daniels,
Proxy for Dr. Suellen Reed



Dr. Richard Feldman, M.D.,
Commissioner
Indiana Department of Health



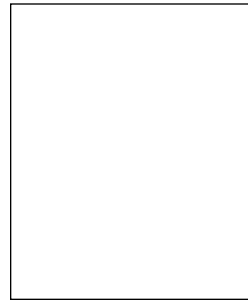
John Finn, Administrative Assistant
to Superintendent
Gary Community School Corp.



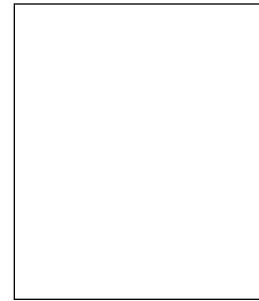
Melvin E. Greene,
Proxy for Ed Cohn



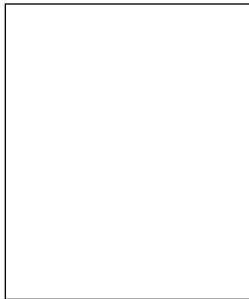
James M. Hmurovich, Director
Division of Family and Children
Family & Social Services
Administration



Sandra D. Leek, Director
Indiana Civil Rights Commission



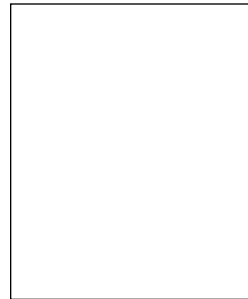
Mindy M. Lewis, Corporate
Contributions Director, Cummins
Engine Company, Inc.
Columbus, Indiana



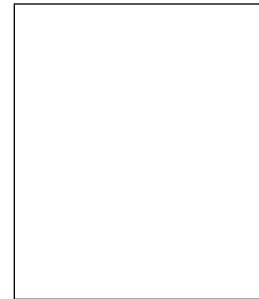
Elena Looper,
Proxy for Betty Cockrum



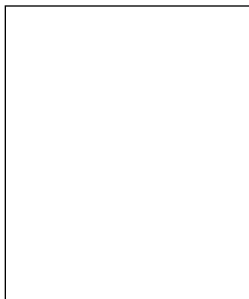
The Honorable Candy Marendt,
State Representative of Indiana
R-Indianapolis, Indiana



Ronalda Minnis,
Proxy for Thomas McKenna
Indiana Department of Commerce



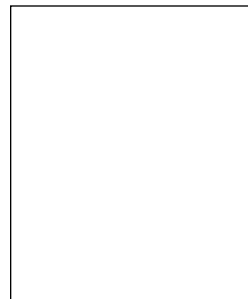
George H. Neal, Director,
Community Education &
Development
Indianapolis Urban League



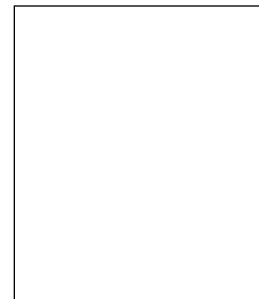
Charles B. Redd, Retired Consultant
Fort Wayne, Indiana



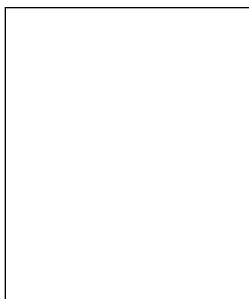
Dr. Suellen Reed, Superintendent
Indiana Department of Education



Addison Simpson, Executive Assistant,
Governor's Liaison to Commission,
Office of the Governor



Lynn Smith, Proxy for Janet Corson
Division of Mental Health, Family &
Social Services Administration



The Honorable Cleo Washington,
State Senator of Indiana
D-South Bend, Indiana



Gloria Webster-French,
Proxy for Dr. Richard Feldman

Indiana Commission on the Social Status of Black Males Acknowledgments

**Indiana Division of Mental Health
Indiana Department of Commerce
Indiana Department of Administration
Indiana Department of Transportation
Indiana Department of Education
Indiana Department of Health
Indiana Department of Correction
Indiana Civil Rights Commission
Indiana Division of Family and Children
Governor's Commission for a Drug Free Indiana
Mays Chemical Company
Cummins Engine Foundation
Indianapolis Urban League
USX Corporation**

Thank You

The Indiana Commission on the Social Status of Black Males would like to thank the listed organizations, businesses, and the Indiana State Departments for their contributions to the 1998 State Conference.